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ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

CERTIFIED PERSONNEL

AND

EMPLOYEES IN NONCERTIFIED POSITIONS

1990-91

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BOISE, IDAHO

ANNUAL

STATISTICAL REPORT

Prepared by:

STATE OF IDAHO

DEPARTMENT OF EDUCATION

FINANCE DIVISION

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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1990. Salary information for both certified and noncertified staff was supplied for the 1990-91 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report statistics are reported for school districts grouped according to their student membership. This information was obtained from the enrollment reports submitted by school districts as of September 28, 1990. District membership is defined as the total student enrollment less the total student withdrawal as of the above date. The five membership groups are: Districts with over 5,000 students, Districts with 2,500 - 4,999 students, Districts with 1,000 - 2,499 students, Districts with 500 - 999 students, and Districts with 1 - 499 students. See Page 2 of this report for a list of the school districts within each enrollment category.

CLASSIFICATION OF PERSONNEL

In any table in the certified employee section of this report each employee is counted once. Certified employees who were reported by the school districts as performing two or more activities have been counted in the activity that appears highest on the list of the 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Noncertified employees who are engaged in two or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" noncertified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and noncertified activities has been counted once as a certified employee and once as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS

Activities of certified employees are grouped into 22 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a district-wide educational program.
4. Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area.
5. Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advice and service in a school district.
6. Elementary Principal
7. Secondary Principal
8. Assistant Principal
9. Elementary Teacher -- Certified teacher who works with students in grades K-6.
10. Secondary Teacher -- Certified teacher who works with students in grades 7-12.
11. Librarian
12. Counselor
13. School Psychologist
14. Psychological Examiner
15. School Nurse
16. School Social Worker
17. Communication Disorders Specialist -- CD Specialist
18. Head Teacher
19. Dean of Boys/Dean of Girls
20. Business Manager
21. Intern (Teacher/Administrator)
22. Media Generalist

For clarity of tabular presentation, these 22 classifications are sometimes consolidated into the activity groupings listed below:

11 ACTIVITY CLASSIFICATIONS GROUP	4 ACTIVITY CLASSIFICATIONS GROUP
1. Superintendents	1. District Administration Superintendents Assistant Superintendents Directors Supervisors/Coordinators Consultants/Specialists Business Managers
2. Other Dist. Admin. Assistant Superintendents Directors Business Managers	
3. Cur./Prog. Services Supervisors/Coordinators Consultants/Specialists	2. School Administration Elementary Principals Head Teachers Secondary Principals Assistant Principals
4. Elem. Principals Elementary Principals Head Teachers	
5. Sec. Principals	3. Student Services Librarians Media Generalists Counselors School Psychologists Psychological Examiners School Social Workers Deans School Nurses CD Specialists
6. Asst. Principals	
7. Media Services Librarians Media Generalists	
8. Guid. Services Counselors School Psychologists Psychological Examiners School Social Workers Deans	4. Instructional Services Elementary Teachers Secondary Teachers
9. Health Services School Nurses CD Specialists	
10. Elem. Teachers	
11. Sec. Teachers	

NOTE: Interns have been excluded from all of the above groups.

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SCHOOL DISTRICT MEMBERSHIP GROUPS

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SCHOOL DISTRICT MEMBERSHIP GROUPS

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the September 28th student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership is 220,840 pupils. Enrollment for the same period without deductions of withdrawals is 222,669 pupils. The count of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e., the percentage of full-time worked by each employee). It should be noted that all teachers are counted including special education and resource room teachers.

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	SEPTEMBER 28, 1990 ENROLLMENT (d)	SEPTEMBER 28, 1990 MEMBERSHIP (e)	NUMBER OF TEACHERS (FTE) (f)	STUDENT TEACHER RATIO e/f (g)
DISTRICTS WITH OVER 5000 STUDENTS						
1	1	BOISE	23,540	23,394	1,197.6	19.5
2	2	MERIDIAN	14,862	14,802	739.8	20.0
3	25	POCATELLO	13,892	13,832	636.3	21.7
4	91	IDAHO FALLS	10,174	10,249	472.4	21.7
5	131	NAMPA	8,174	7,878	412.7	19.1
6	93	BONNEVILLE	7,541	7,557	356.7	21.2
7	271	COEUR D'ALENE	7,158	7,103	345.9	20.5
8	411	TWIN FALLS	6,871	6,791	337.6	20.1
9	151	CASSIA CO.	5,387	5,326	255.1	20.9
10	82	BONNER CO.	5,411	5,322	284.7	18.7
11	331	MINIDOKA CO.	5,290	5,257	249.5	21.1
11	DISTRICTS	TOTAL	108,298	107,511	5288.3	20.3
DISTRICTS WITH 2,500 - 4,999 STUDENTS						
12	55	BLACKFOOT	4,760	4,592	221.9	20.7
13	340	LEWISTON	4,609	4,568	237.1	19.3
14	321	MADISON	4,471	4,452	189.6	23.5
15	132	CALDWELL	4,317	4,285	219.8	19.5
16	251	JEFFERSON CO.	3,897	3,875	178.6	21.7
17	193	MOUNTAIN HOME	3,750	3,684	213.6	17.2
18	273	POST FALLS	3,307	3,266	156.0	20.9
19	215	FREMONT	2,792	2,793	135.4	20.6
20	261	JEROME	2,823	2,781	131.7	21.1
21	281	MOSCOW	2,720	2,714	150.4	18.0
22	272	LAKELAND	2,556	2,529	116.0	21.8
11	DISTRICTS	TOTAL	40,002	39,539	1,950	20.3
DISTRICTS WITH 1,000 - 2,499 STUDENTS						
23	139	VALLIVUE	2,535	2,479	118.9	20.8
24	221	EMMETT	2,446	2,419	115.6	20.9
25	52	SNAKE RIVER	2,446	2,415	109.5	22.1
26	60	SHELLEY	2,414	2,403	109.8	21.9
27	61	BLAINE CO.	2,373	2,350	143.0	16.4
28	201	PRESTON	2,159	2,133	102.9	20.7
29	3	KUNA	2,137	2,115	99.6	21.2
30	241	GRANGEVILLE	2,010	2,002	108.6	18.4
31	391	KELLOGG	1,785	1,772	109.1	16.2
32	134	MIDDLETON	1,757	1,738	89.2	19.5
33	33	BEAR LAKE	1,731	1,728	82.2	21.0
34	101	BOUNDARY CO.	1,731	1,718	83.6	20.6
35	371	PAYETTE	1,738	1,715	84.8	20.2
36	171	OROFINO	1,732	1,710	101.3	16.9
37	21	MARSH VALLEY	1,622	1,623	87.6	18.5
38	381	AMERICAN FALLS	1,629	1,613	90.8	17.8
39	431	WEISER	1,643	1,612	79.5	20.3
40	412	BUHL	1,604	1,597	75.5	21.2
41	322	SUGAR-SALEM	1,497	1,515	78.4	19.3
42	41	ST. MARIES	1,336	1,322	65.9	20.1
43	150	SODA SPRINGS	1,324	1,319	60.0	22.0
44	291	SALMON	1,293	1,281	64.7	19.8
45	413	FILER	1,152	1,145	60.0	19.1
46	373	FRUITLAND	1,142	1,125	60.7	18.5
47	414	KIMBERLY	1,102	1,087	58.5	18.6
48	231	GOODING	1,088	1,072	59.7	18.0
49	421	McCALL	1,073	1,057	61.2	17.3
50	59	FIRTH	1,045	1,043	47.0	22.2
51	351	ONEIDA	1,011	1,008	51.6	19.5
29	DISTRICTS	TOTAL	48,555	48,116	2,459	19.6

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	SEPTEMBER 28, 1990 ENROLLMENT (d)	SEPTEMBER 28, 1990 MEMBERSHIP (e)	NUMBER OF TEACHERS (FTE) (f)	STUDENT TEACHER RATIO e/f (g)
DISTRICTS WITH 500 - 999 STUDENTS						
52	370	HOMEDALE	1,023	999	52.2	19.1
53	232	WENDELL	938	937	45.3	20.7
54	401	TETON CO.	920	913	51.0	17.9
55	137	PARMA	911	900	53.4	16.9
56	393	WALLACE	889	882	57.2	15.4
57	58	ABERDEEN	829	858	48.0	17.9
58	372	NEW PLYMOUTH	815	799	45.4	17.6
59	253	W. JEFFERSON	773	774	39.3	19.7
60	111	ARCO	765	765	38.7	19.8
61	148	GRACE	738	734	36.0	20.4
62	181	CHALLIS	701	694	39.0	17.8
63	252	RIRIE	687	690	32.5	21.2
64	363	MARSING	704	678	37.6	18.0
65	192	GLENNS FERRY	673	667	37.0	18.0
66	286	WHITEPINE	639	638	47.9	13.3
67	304	KAMIAH	635	630	36.5	17.3
68	262	VALLEY	611	617	31.0	19.9
69	285	POTLATCH	603	596	39.3	15.2
70	202	WEST SIDE	587	582	29.7	19.6
71	341	LAPWAI	554	563	32.7	17.2
72	136	MELBA	554	555	33.0	16.8
73	365	BRUNEAU-GRAND VIEW	556	552	34.5	16.0
74	133	WILDER	534	509	30.2	16.9
75	44	PLUMMER/WORLEY	507	503	37.0	13.6
24	DISTRICTS	TOTAL	17,144	17,033	964	17.7
DISTRICTS WITH 1 - 499 STUDENTS						
76	242	COTTONWOOD	494	491	28.1	17.5
77	312	SHOSHONE	401	401	25.8	15.5
78	13	COUNCIL	381	384	26.0	14.8
79	415	HANSEN	354	354	21.0	16.9
80	135	NOTUS	343	345	24.4	14.1
81	233	HAGERMAN	341	340	20.0	17.0
82	182	MACKAY	340	340	20.0	17.0
83	343	TAMMANY	340	335	15.7	21.3
84	283	KENDRICK	319	324	20.4	15.9
85	417	CASTLEFORD	320	320	20.7	15.5
86	422	CASCADE	321	316	20.2	15.6
87	418	MURTAUGH	322	313	18.0	17.4
88	305	HIGHLAND	312	312	18.9	16.5
89	282	GENESEE	281	289	19.6	14.7
90	432	CAMBRIDGE	288	287	20.3	14.1
91	274	KOOTENAI	259	256	20.1	12.7
92	71	GARDEN VALLEY	258	252	17.2	14.7
93	73	HORSESHOE BEND	241	236	20.0	11.8
94	149	NORTH GEM	236	236	17.7	13.3
95	392	MULLAN	229	231	18.9	12.2
96	72	BASIN	218	219	11.6	18.9
97	11	MEADOWS VALLEY	213	214	15.0	14.3
98	316	RICHFIELD	190	191	17.2	11.1
99	234	BLISS	191	188	15.9	11.8
100	121	CAMAS CO.	182	182	15.0	12.1
101	382	ROCKLAND	173	171	13.9	12.3
102	314	DIETRICH	171	171	12.7	13.5
103	302	NEZPERCE	169	169	16.2	10.4
104	161	CLARK CO.	171	166	12.0	13.8
105	342	CULDESAC	162	163	13.7	11.9
106	292	SOUTH LEMHI	132	127	10.7	11.9
107	433	MIDVALE	99	101	11.3	8.9
108	92	SWAN VALLEY	92	90	3.0	30.0
109	394	AVERY	46	46	4.5	10.2
110	364	PLEASANT VALLEY	33	33	2.0	16.5
111	383	ARBON ELEM.	22	22	2.0	11.0
112	416	THREE CREEK	15	15	1.0	15.0
113	191	PRAIRIE	11	11	1.0	11.0
38	DISTRICTS	TOTAL	8,670	8,641	591.7	14.6
113	DISTRICTS	STATEWIDE TOTALS	222,669	220,840	11,253.7	19.6

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CERTIFIED

STAFF

TABLES

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NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	ACTUAL NUMBER MEN (c)	ACTUAL NUMBER WOMEN (d)	% MEN IN ACTIVITY (c)/(b) (e)	% WOMEN IN ACTIVITY (d)/(b) (f)	% CERT. EMPLOYEES (b)/Total Cert.Staff (g)
DISTRICT ADMINISTRATION							
Superintendent	108.5	107	105	2	98.13%	1.87%	0.80%
Asst. Superintendent	24.0	24	22	2	91.67%	8.33%	0.18%
Director	71.3	80	61	19	76.25%	23.75%	0.60%
Supervisor/Coordinator	68.2	69	34	35	49.28%	50.72%	0.51%
Consultant/Specialist	51.3	62	17	45	27.42%	72.58%	0.46%
Business Manager	4.0	4	4	0	100.00%	0.00%	0.03%
TOTAL	325.3	346	243	103	1.81%	0.77%	2.58%
SCHOOL ADMINISTRATION							
Elem. Principals	263.3	264	182	82	68.94%	31.06%	1.97%
Head Teachers	11.0	11	4	7	36.36%	63.64%	0.08%
Sec. Principals	176.0	176	163	13	92.61%	7.39%	1.31%
Asst. Principals	117.5	118	90	28	76.27%	23.73%	0.88%
TOTAL	567.8	569.0	439.0	130.0	3.28%	0.97%	4.25%
STUDENT SERVICES							
Librarians	118.0	121	22	99	18.18%	81.82%	0.90%
Media Generalists	59.0	61	13	48	21.31%	78.69%	0.46%
Counselors	330.7	346	165	181	47.69%	52.31%	2.58%
School Psychologists	92.3	102	58	44	56.86%	43.14%	0.76%
Psych. Examiners	2.6	5	2	3	40.00%	60.00%	0.04%
School Nurses	50.6	53	0	53	0.00%	100.00%	0.40%
School Social Workers	37.1	38	17	21	44.74%	55.26%	0.28%
CD Specialists	130.0	148	12	136	8.11%	91.89%	1.10%
Deans	3.0	3	2	1	66.67%	33.33%	0.02%
TOTAL	823.3	877	291	586	2.17%	4.37%	6.54%
INSTRUCTIONAL SERVICES							
Elementary Teachers	6,115.6	6,292	798	5,496	12.65%	87.35%	46.95%
Secondary Teachers	5,138.1	5,309	2,794	2,515	52.63%	47.37%	39.61%
TOTAL	11,253.7	11,601	3,590	8,011	26.79%	59.77%	86.56%
OTHER SERVICES							
Interns	9.0	9	5	4	0.04%	0.03%	0.07%
TOTALS - CERTIFIED STAFF	12,979.1	13,402	4,568	8,834	34.08%	65.92%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

11 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS

ACTIVITY CLASSIFICATIONS	STATEWIDE TOTALS (113 DISTRICTS)			DISTRICT WITH 5000 + STUDENTS (11 DISTRICTS)			DISTRICT WITH 2500-4999 STUDENTS (11 DISTRICTS)		
	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES **									
SUPERINTENDENT	106.5	107	0.80%	11.0	11	0.08%	11.0	11	0.08%
OTHER DIST.ADMIN.	99.3	108	0.81%	45.0	45	0.34%	23.0	23	0.17%
CUR/PROG SERVICES	119.5	131	0.98%	76.2	77	0.57%	23.7	25	0.19%
PRINCIPAL - ELEM.	274.3	275	2.05%	131.0	131	0.98%	51.6	52	0.39%
PRINCIPAL - SEC.	176.0	176	1.31%	53.0	53	0.40%	28.0	28	0.21%
PRINCIPAL - ASST.	117.5	118	0.88%	73.0	74	0.55%	24.0	24	0.18%
MEDIA SERVICES	177.0	182	1.36%	55.5	58	0.43%	30.8	31	0.23%
GUID. SERVICES	485.7	494	3.69%	233.6	240	1.79%	80.8	84	0.63%
HEALTH SERVICES	180.6	201	1.50%	109.4	116	0.87%	24.7	28	0.21%
TEACHER - ELEM.	6,115.6	6,292	46.98%	2,930.4	3,012	22.49%	1,051.6	1,083	8.09%
TEACHER - SEC.	5,138.1	5,309	39.64%	2,357.9	2,422	18.08%	898.5	921	6.88%
TOTAL	12,970.1	13,393	100.00%	6,076.5	6,239	46.58%	2,247.7	2,310	17.25%

ACTIVITY CLASSIFICATIONS	DISTRICT WITH 1000-2499 STUDENTS (29 DISTRICTS)			DISTRICT WITH 500-999 STUDENTS (24 DISTRICTS)			DISTRICT WITH 1-499 STUDENTS (38 DISTRICTS)		
	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES **									
SUPERINTENDENT	29.0	29	0.22%	24.0	24	0.18%	31.5	32	0.24%
OTHER DIST.ADMIN.	23.4	24	0.18%	7.5	14	0.10%	0.4	2	0.01%
CUR/PROG SERVICES	13.6	14	0.10%	4.6	12	0.09%	1.4	3	0.02%
PRINCIPAL - ELEM.	59.0	59	0.44%	21.7	22	0.16%	11.0	11	0.08%
PRINCIPAL - SEC.	53.0	53	0.40%	29.0	29	0.22%	13.0	13	0.10%
PRINCIPAL - ASST.	18.0	18	0.13%	2.0	2	0.01%	0.0	0	0.00%
MEDIA SERVICES	50.4	52	0.39%	20.6	21	0.16%	19.5	20	0.15%
GUID. SERVICES	98.7	103	0.77%	34.7	44	0.33%	17.9	23	0.17%
HEALTH SERVICES	35.7	40	0.30%	7.5	11	0.08%	3.3	6	0.04%
TEACHER - ELEM.	1,317.3	1,343	10.03%	512.6	536	4.00%	303.7	318	2.37%
TEACHER - SEC.	1,141.9	1,174	8.77%	451.8	485	3.62%	288.0	307	2.29%
TOTAL	2,840.0	2,909	21.72%	1,116.2	1,200	8.95%	689.7	735	5.47%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the "#STAFF IN ACTIVITY CLASSIF." by 13,402, the statewide total number of staff.

** The 11 Activity Classifications group does not include Interns.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

F.T.E. AVERAGE SALARY

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	F.T.E. AVERAGE SALARY (c)/(a) (d)
DISTRICT ADMINISTRATION				
Superintendent	108.5	107	$5,348,611	$50,222
Asst. Superintendent	24.0	24	1,277,940	53,248
Director	71.3	80	3,185,736	44,681
Supervisor/Coordinator	68.2	69	2,633,110	38,609
Consultant/Specialist	51.3	62	1,684,143	32,829
Business Manager	4.0	4	200,191	50,048
TOTAL	325.3	346	$14,329,731	$44,051
SCHOOL ADMINISTRATION				
Elem. Principals	263.3	284	$10,767,518	$40,894
Head Teachers	11.0	11	333,558	30,323
Sec. Principals	176.0	176	7,430,190	42,217
Asst. Principals	117.5	118	4,705,587	40,048
TOTAL	567.8	589.0	$23,236,853	$40,924
STUDENT SERVICES				
Librarians	118.0	121	$3,213,141	$27,230
Media Generalists	59.0	61	1,591,472	26,974
Counselors	330.7	346	10,082,713	30,489
School Psychologists	92.3	102	3,088,992	33,467
Psych. Examiners	2.6	5	82,969	31,911
School Nurses	50.6	53	1,211,881	23,950
School Social Workers	37.1	38	1,104,014	29,758
CD Specialists	130.0	148	3,626,035	27,893
Deans	3.0	3	120,193	40,064
TOTAL	823.3	877	$24,121,410	$29,298
INSTRUCTIONAL SERVICES				
Elementary Teachers	6,115.6	6,292	$153,082,163	$25,031
Secondary Teachers	5,138.1	5,309	134,002,291	26,080
TOTAL	11,253.7	11,601	$287,084,454	$25,510
OTHER SERVICES				
Interns	9.0	9	$235,758	$26,195
TOTALS - CERTIFIED STAFF	12,979.1	13,402	$349,008,206	$26,890

* Base salary excludes extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$5,391,911	105	2	$49,987	$50,023	$48,100	$3,093	$0	$50,392	$50,435	$48,100
Asst. Supt.	1,281,664	22	2	53,248	53,702	48,248	1,862	0	53,403	53,871	48,248
Director	3,259,242	61	19	39,822	39,364	41,290	4,106	4,723	40,741	40,105	42,782
Supv./Coord.	2,689,426	34	35	38,161	42,051	34,382	11,015	2,115	38,977	43,023	35,047
Cons./Spec.	1,718,463	17	45	27,164	36,589	23,603	2,289	1,001	27,717	37,666	23,959
Elem. Principals	10,960,242	182	82	40,786	40,843	40,659	3,972	2,458	41,516	41,672	41,169
Sec. Principals	7,638,327	163	13	42,217	42,084	43,884	3,812	4,962	43,400	43,300	44,647
Asst. Principals	4,789,872	90	28	39,878	40,579	37,625	2,909	2,535	40,592	41,290	38,349
Elem. Teachers	154,652,735	796	5,496	24,330	25,525	24,157	1,787	1,318	24,579	26,178	24,348
Sec. Teachers	140,498,508	2,794	2,515	25,241	26,206	24,168	2,645	1,613	26,464	27,930	24,836
Librarians	3,289,245	22	99	26,555	27,966	26,241	1,304	1,764	27,184	28,619	26,885
Counselors	10,494,899	165	181	29,141	31,297	27,175	2,616	2,214	30,332	32,683	26,007
Sch. Psychologist	3,189,315	58	44	30,284	31,330	28,906	3,765	1,933	31,268	32,693	29,389
Psych. Examiner	87,544	2	3	18,594	18,055	15,620	0	4,575	17,509	18,055	17,145
School Nurse	1,214,360	0	53	22,866	0	22,866	0	1,240	22,912	0	22,912
Sch. Social Worker	1,119,443	17	21	29,053	30,115	28,193	2,864	1,710	29,459	30,621	28,519
CD Specialists	3,693,387	12	136	24,500	32,003	23,838	549	1,330	24,955	32,186	24,317
Head Teacher	345,668	4	7	30,323	33,506	28,505	1,939	1,648	31,424	34,476	29,681
Dean Boys/Girls	120,193	2	1	40,064	42,034	36,126	0	0	40,064	42,034	36,126
Business Manager	200,875	4	0	50,048	50,048	0	684	0	50,219	50,219	0
Interns	246,282	5	4	26,195	22,404	30,935	984	3,180	27,385	22,601	33,320
Media Generalists	1,615,155	13	48	26,090	30,553	24,881	2,279	1,121	26,478	31,254	25,184
TOTALS	$358,496,756	4,568	8,834								
11 ACTIVITIES **											
Superintendent	$5,391,911	105	2	$49,987	$50,023	$48,100	$3,093	$0	$50,392	$50,435	$48,100
Other Dist. Admin.	4,741,781	87	21	43,184	43,481	41,953	3,541	4,723	43,905	44,051	43,302
Cur./Prog. Services	4,407,889	51	80	32,956	40,230	28,319	4,669	1,455	33,648	41,237	28,810
Elem. Principals	11,305,910	186	89	40,368	40,885	39,703	3,871	2,273	41,112	41,518	40,285
Sec. Principals	7,638,327	163	13	42,217	42,084	43,884	3,812	4,962	43,400	43,300	44,647
Asst. Principals	4,789,872	90	28	39,878	40,579	37,625	2,909	2,535	40,592	41,290	38,349
Media Services	4,904,400	35	147	26,398	28,927	25,797	1,564	1,590	26,947	29,597	26,316
Guid. Services	15,011,394	244	250	29,309	31,202	27,462	2,817	2,182	30,387	32,633	28,195
Health Services	4,907,747	12	189	24,069	32,003	23,586	549	1,326	24,417	32,186	23,923
Elem. Teachers	154,652,735	796	5,496	24,330	25,525	24,157	1,787	1,318	24,579	26,178	24,348
Sec. Teachers	140,498,508	2,794	2,515	25,241	26,206	24,168	2,645	1,613	26,464	27,930	24,836
4 ACTIVITIES **											
District Admin.	$14,541,581	243	103	$41,415	$45,626	$31,483	$3,698	$2,049	$42,028	$46,219	$32,139
School Admin.	23,734,109	439	130	40,838	41,183	39,674	3,658	2,507	41,712	42,133	40,291
Student Services	24,823,541	291	586	27,504	30,981	25,788	2,622	1,788	28,305	32,250	26,346
Instruct. Services	295,151,243	3,590	8,011	24,747	26,055	24,160	2,527	1,485	25,442	27,541	24,501

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (11 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$698,069	11	0	$63,399	$63,399	$0	$684	$0	$63,461	$63,461	$0
Asst. Supt.	671,633	12	0	55,912	55,912	0	684	0	55,969	55,969	0
Director	1,579,792	25	6	50,476	50,210	51,582	3,009	0	50,961	50,812	51,582
Supv./Coord.	2,066,607	30	18	42,193	44,250	38,765	14,963	2,856	43,054	45,247	39,400
Cons./Spec.	1,046,371	12	17	35,865	40,551	32,557	1,121	684	36,082	41,018	32,597
Elem. Principals	5,506,475	82	44	43,178	42,939	43,823	3,933	1,760	43,702	43,656	43,783
Sec. Principals	2,532,594	42	11	46,657	47,079	45,045	6,232	4,982	47,785	48,266	45,947
Asst. Principals	3,071,373	54	20	41,023	41,629	39,388	2,576	1,465	41,505	42,154	39,754
Elem. Teachers	76,246,613	321	2,691	25,174	27,263	24,925	1,410	905	25,314	27,716	25,028
Sec. Teachers	66,231,436	1,177	1,245	26,318	27,785	24,931	2,524	1,452	27,346	29,359	25,443
Librarians	1,042,693	6	31	27,751	32,033	26,922	0	1,591	28,181	32,033	27,435
Counselors	5,267,150	67	98	31,026	33,369	29,424	2,130	2,277	31,922	34,386	30,237
Sch. Psychologist	1,636,923	28	18	35,114	35,150	35,058	1,595	1,831	35,585	35,663	35,465
Psych. Examiner	24,723	0	1	24,723	0	24,723	0	0	24,723	0	24,723
School Nurse	977,640	0	41	23,784	0	23,784	0	1,240	23,845	0	23,845
Sch. Social Worker	745,555	9	16	29,667	32,036	28,333	0	1,942	29,822	32,036	28,576
CD Specialists	2,031,125	7	68	26,681	32,985	26,034	600	912	27,082	33,223	26,450
Head Teacher	150,259	1	4	28,130	25,492	28,789	2,275	2,445	30,052	27,787	30,623
Dean Boys/Girls	120,193	2	1	40,064	42,034	36,126	0	0	40,064	42,034	36,126
Business Manager	106,801	2	0	53,059	53,059	0	684	0	53,401	53,401	0
Interns	89,510	1	2	27,973	22,524	30,698	0	2,795	29,837	22,524	33,493
Media Generalists	559,919	3	18	26,391	29,815	25,821	3,460	2,245	26,663	30,968	25,945
TOTALS	$172,403,454	1,892	4,350								
11 ACTIVITIES **											
Superintendent	$698,069	11	0	$63,399	$63,399	$0	$684	$0	$63,461	$63,461	$0
Other Dist. Admin.	2,358,226	39	8	52,040	52,111	51,582	2,345	0	52,405	52,532	51,582
Cur./Prog. Services	3,112,978	42	35	39,810	43,193	35,750	5,076	2,422	40,428	44,039	38,096
Elem. Principals	5,656,734	83	48	42,604	42,729	42,387	3,830	2,053	43,181	43,467	42,686
Sec. Principals	2,532,594	42	11	46,657	47,079	45,045	6,232	4,982	47,785	48,266	45,947
Asst. Principals	3,071,373	54	20	41,023	41,629	39,388	2,576	1,465	41,505	42,154	39,754
Media Services	1,602,612	9	49	27,259	31,293	26,518	3,460	1,650	27,631	31,678	26,888
Guid. Services	7,794,544	186	134	31,755	33,890	30,066	2,012	2,217	32,477	34,868	30,744
Health Services	3,008,765	7	109	25,657	32,965	25,188	600	932	25,938	33,223	25,470
Elem. Teachers	76,246,613	321	2,691	25,174	27,263	24,925	1,410	905	25,314	27,716	25,028
Sec. Teachers	66,231,436	1,177	1,245	26,318	27,785	24,931	2,524	1,452	27,346	29,359	25,443
4 ACTIVITIES **											
District Admin.	$6,169,273	92	41	$45,899	$49,389	$38,067	$3,508	$2,422	$46,386	$49,961	$38,382
School Admin.	11,260,701	179	79	42,983	43,418	41,998	3,985	2,259	43,646	44,197	42,398
Student Services	12,405,921	122	292	29,416	33,645	27,649	1,950	1,645	29,986	34,365	28,128
Instruct. Services	142,478,049	1,498	3,936	25,684	27,673	24,927	2,387	1,228	26,220	29,007	25,159

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (11 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$655,385	10	1	$58,760	$59,018	$56,200	$3,009	$0	$59,580	$59,919	$56,200
Asst. Supt.	421,421	7	1	52,298	52,134	53,440	3,040	0	52,678	52,589	53,440
Director	575,506	9	4	43,113	44,846	39,209	4,115	3,406	44,270	45,762	40,912
Supv./Coord.	305,998	1	8	32,462	28,080	33,009	3,120	2,681	34,000	31,200	34,350
Cons./Spec.	451,618	3	13	27,197	35,788	25,215	7,538	2,975	28,226	38,300	25,901
Elem. Principals	2,027,982	35	14	40,834	41,111	40,142	3,490	3,322	41,387	41,410	41,329
Sec. Principals	1,263,393	27	1	44,686	44,785	41,994	2,033	0	45,121	45,237	41,994
Asst. Principals	967,605	21	3	39,780	40,055	37,857	4,293	0	40,317	40,668	37,857
Elem. Teachers	27,174,438	123	960	24,637	25,885	24,478	1,898	2,022	25,092	26,533	24,907
Sec. Teachers	24,906,711	472	449	25,784	26,524	24,964	2,874	1,941	27,043	28,235	25,790
Librarians	762,352	4	21	29,552	30,672	29,339	1,151	2,513	30,494	31,535	30,296
Counselors	1,763,980	29	28	29,935	32,035	27,759	2,666	3,187	31,298	33,506	29,011
Sch. Psychologist	604,203	9	40	30,815	33,296	28,202	5,659	2,773	31,800	35,182	28,756
Psych. Examiner	14,210	1	1	7,105	6,090	8,120	0	0	7,105	6,090	8,120
School Nurse	41,622	0	2	20,811	0	20,811	0	0	20,811	0	20,811
Sch. Social Worker	176,914	5	1	27,768	27,087	31,172	2,864	1,714	29,486	28,806	32,886
CD Specialists	643,456	2	24	24,482	37,412	23,405	0	2,304	24,748	37,412	23,693
Head Teacher	114,159	2	1	38,053	36,854	40,451	0	0	38,053	36,854	40,451
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	94,074	2	0	47,037	47,037	0	0	0	47,037	47,037	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	174,049	2	4	28,480	30,607	27,387	0	3,288	29,008	30,607	28,209
TOTALS	$63,159,056	764	1,576								
11 ACTIVITIES **											
Superintendent	$655,385	10	1	$58,760	$59,018	$56,200	$3,009	$0	$59,580	$59,919	$56,200
Other Dist. Admin.	1,091,001	18	5	46,649	47,925	42,055	3,757	3,406	47,435	48,551	43,417
Cur./Prog. Services	757,616	4	21	29,092	33,861	28,184	5,329	2,807	30,305	36,525	29,120
Elem. Principals	2,142,121	37	15	40,674	40,881	40,163	3,490	3,322	41,195	41,184	41,270
Sec. Principals	1,263,393	27	1	44,686	44,785	41,994	2,033	0	45,121	45,237	41,994
Asst. Principals	967,605	21	3	39,780	40,055	37,857	4,293	0	40,317	40,668	37,857
Media Services	936,401	6	25	29,341	30,650	29,026	1,151	2,599	30,206	31,226	29,962
Guid. Services	2,579,307	44	70	29,390	31,141	27,464	3,101	3,022	30,706	32,692	28,522
Health Services	685,078	2	26	24,220	37,412	23,205	0	2,304	24,467	37,412	23,471
Elem. Teachers	27,174,438	123	960	24,637	25,885	24,478	1,898	2,022	25,092	26,533	24,907
Sec. Teachers	24,906,711	472	449	25,784	26,524	24,964	2,874	1,941	27,043	28,235	25,790
4 ACTIVITIES **											
District Admin.	$2,504,002	32	27	$41,468	$49,633	$31,790	$3 69	$2,940	$42,441	$50,600	$32,770
School Admin.	4,373,119	85	19	41,548	41,917	29,895	2, 32	3,322	42,049	42,335	40,769
Student Services	4,200,766	52	121	28,387	31,326	26,677	2,867	2,793	29,376	32,704	27,474
Instruct. Services	52,081,149	595	1,409	25,155	28,392	24,633	2,747	1,983	25,989	27,883	25,188

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (29 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY +EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$1,547,692	29	0	$52,911	$52,911	$0	$3,317	$0	$53,369	$53,369	$0
Asst. Supt.	188,610	3	1	47,153	48,518	43,056	0	0	47,153	48,518	43,056
Director	776,931	13	7	37,076	38,036	35,292	5,298	6,509	38,847	39,259	36,081
Supv./Coord.	242,662	0	9	26,838	0	26,838	0	374	26,962	0	26,962
Cons./Spec.	119,253	1	4	22,438	19,406	23,196	2,959	2,052	23,851	22,365	24,222
Elem. Principals	2,274,624	45	12	39,050	39,452	37,540	3,958	5,254	39,908	40,420	37,878
Sec. Principals	2,219,399	53	0	40,462	40,462	0	3,746	0	41,875	41,875	0
Asst. Principals	675,670	13	5	35,741	37,781	30,435	3,231	4,317	37,537	39,273	33,025
Elem. Teachers	31,949,957	192	1,151	23,559	24,803	23,352	1,964	1,102	23,790	25,509	23,503
Sec. Teachers	30,555,010	687	487	24,607	25,452	23,415	2,789	1,753	26,026	27,324	24,196
Librarians	740,360	3	26	25,076	26,528	24,677	3,127	1,674	25,530	29,570	25,063
Counselors	2,103,735	44	27	27,935	29,287	25,731	2,928	1,891	29,630	31,550	26,502
Sch. Psychologist	743,411	13	11	28,826	29,888	27,570	7,650	1,424	30,975	33,419	28,068
Psych. Examiner	18,591	0	1	14,016	0	14,016	0	4,575	18,591	0	18,591
School Nurse	147,359	0	7	21,051	0	21,051	0	0	21,051	0	21,051
Sch. Social Worker	196,974	3	4	27,962	29,394	26,888	0	1,240	28,139	29,394	27,198
CD Specialists	787,193	2	31	23,241	26,325	23,042	0	2,023	23,854	26,325	23,695
Head Teacher	60,370	1	1	29,035	34,824	23,246	1,603	697	30,185	36,427	23,943
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	125,983	3	2	24,210	19,569	31,171	984	3,950	25,197	19,897	33,148
Media Generalists	594,765	5	18	25,424	31,421	23,759	1,961	869	25,859	32,205	24,097
TOTALS	$76,068,549	1,110	1,804								
11 ACTIVITIES **											
Superintendent	$1,547,692	29	0	$52,911	$52,911	$0	$3,317	$0	$53,369	$53,369	$0
Other Dist. Admin.	965,541	16	8	38,755	40,001	36,262	5,298	6,509	40,231	40,995	38,703
Cur./Prog. Services	361,915	1	13	25,266	19,406	25,717	2,959	1,045	25,851	22,365	26,119
Elem. Principals	2,334,994	46	13	38,710	39,352	36,440	3,762	2,976	39,576	40,333	36,898
Sec. Principals	2,219,399	53	0	40,462	40,462	0	3,746	0	41,875	41,875	0
Asst. Principals	675,670	13	5	35,741	37,781	30,435	3,231	4,317	37,537	39,273	33,025
Media Services	1,335,125	8	44	25,230	30,336	24,301	2,350	1,241	25,675	31,217	24,668
Guid. Services	3,062,711	60	43	28,009	29,423	26,037	3,637	1,901	29,735	31,847	26,788
Health Services	934,552	2	38	22,858	26,325	22,676	0	2,023	23,364	26,325	23,208
Elem. Teachers	31,949,957	192	1,151	23,559	24,803	23,352	1,964	1,102	23,790	25,509	23,503
Sec. Teachers	30,555,010	687	487	24,607	25,452	23,415	2,789	1,753	26,026	27,324	24,196
4 ACTIVITIES **											
District Admin.	$2,875,148	46	21	$42,064	$47,692	$29,734	$4,015	$3,094	$42,913	$48,391	$30,913
School Admin.	5,230,083	112	18	39,013	39,695	34,772	3,670	3,780	40,231	40,940	35,822
Student Services	5,332,388	70	125	26,211	29,438	24,404	3,547	1,717	27,348	31,617	24,953
Instruct. Services	62,504,967	879	1,638	24,048	25,310	23,371	2,682	1,479	24,833	26,927	23,709

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (24 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$1,143,838	23	1	$47,444	$47,768	$40,000	$2,592	$0	$47,660	$47,993	$40,000
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0
Director	307,827	12	2	21,402	19,041	35,570	6,000	2,000	21,973	19,541	36,570
Supv./Coord.	74,159	3	0	24,720	24,720	0	0	0	24,720	24,720	0
Cons./Spec.	56,746	1	8	5,856	8,636	5,508	2,210	230	6,305	10,846	5,738
Elem. Principals	819,923	14	8	35,707	35,508	36,055	4,019	2,052	37,269	37,231	37,337
Sec. Principals	1,169,205	28	1	38,820	39,028	33,000	3,619	0	40,317	40,579	33,000
Asst. Principals	75,224	2	0	35,911	35,911	0	1,702	0	37,612	37,612	0
Elem. Teachers	12,323,334	89	447	22,551	22,961	22,469	2,371	1,645	22,991	24,080	22,775
Sec. Teachers	11,916,663	284	201	22,994	23,526	22,244	2,610	1,659	24,570	25,511	23,242
Librarians	372,157	3	11	25,326	24,958	25,426	847	1,672	26,583	25,805	26,795
Counselors	863,587	16	17	24,757	29,717	20,088	2,662	1,500	26,169	31,880	20,794
Sch. Psychologist	155,051	5	5	15,113	19,121	11,105	610	2,703	15,505	19,365	11,645
Psych. Examiner	30,020	1	0	30,020	30,020	0	0	0	30,020	30,020	0
School Nurse	43,678	0	2	21,839	0	21,839	0	0	21,839	0	21,839
Sch. Social Worker	0	0	0	0	0	0	0	0	0	0	0
CD Specialists	144,920	1	8	15,043	25,800	13,698	395	2,285	16,102	26,195	14,841
Head Teacher	0	0	0	0	0	0	0	0	0	0	0
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	194 365	2	5	27,120	31,806	25,246	1,734	829	27,766	32,673	25,804
TOTALS	$29,690,497	484	716								
11 ACTIVITIES **											
Superintendent	$1,143,838	23	1	$47,444	$47,768	$40,000	$2,592	$0	$47,660	$47,993	$40,000
Other Dist. Admin.	307,827	12	2	21,402	19,041	35,570	6,000	2,000	21,973	19,541	36,570
Cur./Prog. Services	130,905	4	8	10,572	20,699	5,508	2,210	230	10,909	21,251	5,738
Elem. Principals	819,923	14	8	35,707	35,508	36,055	4,019	2,052	37,269	37,231	37,337
Sec. Principals	1,169,205	28	1	38,820	39,028	33,000	3,619	0	40,317	40,579	33,000
Asst. Principals	75,224	2	0	35,911	35,911	0	1,702	0	37,612	37,612	0
Media Services	566,522	5	16	25,924	27,697	25,370	1,069	1,487	26,977	28,552	26,485
Guid. Services	1,048,658	22	22	22,685	27,323	18,047	2,388	1,534	23,833	28,951	18,715
Health Services	188,598	1	10	16,278	25,800	15,326	395	2,285	17,145	26,195	16,240
Elem. Teachers	12,323,334	89	447	22,551	22,961	22,469	2,371	1,645	22,991	24,080	22,775
Sec. Teachers	11,916,663	284	201	22,994	23,526	22,244	2,610	1,659	24,570	25,511	23,242
4 ACTIVITIES **											
District Admin.	$1,582,370	39	11	$31,303	$36,152	$14,109	$3,348	$426	$31,647	$36,496	$14,458
School Admin.	2,064,352	44	9	37,418	37,766	35,715	3,547	2,052	38,950	39,379	36,855
Student Services	1,803,778	28	48	22,653	27,335	19,921	2,025	1,667	23,734	28,782	20,789
Instruct. Services	24,239,997	373	648	22,761	23,391	22,399	2,571	1,653	23,741	25,169	22,920

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (38 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$1,346,927	32	0	$41,618	$41,618	$0	$3,785	$0	$42,091	$42,091	$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0
Director	19,386	2	0	9,693	9,693	0	0	0	9,693	9,693	0
Supv./Coord.	0	0	0	0	0	0	0	0	0	0	0
Cons./Spec.	44,475	0	3	14,672	0	14,672	0	230	14,825	0	14,825
Elem. Principals	331,258	8	4	31,481	33,511	28,438	4,608	1,310	33,128	35,815	29,093
Sec. Principals	453,736	13	0	33,533	33,533	0	2,969	0	34,903	34,903	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
Elem. Teachers	6,958,393	71	247	21,532	22,209	21,337	1,710	1,095	21,882	23,053	21,545
Sec. Teachers	6,888,688	174	133	21,143	22,010	20,009	2,384	1,237	22,439	23,777	20,688
Librarians	371,683	6	10	22,862	23,319	22,588	1,307	328	23,230	24,191	22,654
Counselors	476,447	9	11	22,840	26,130	20,147	3,328	1,008	23,822	27,979	20,422
Sch. Psychologist	49,727	3	0	16,372	16,372	0	810	0	16,576	16,576	0
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0
School Nurse	4,061	0	1	4,061	0	4,061	0	0	4,061	0	4,061
Sch. Social Worker	0	0	0	0	0	0	0	0	0	0	0
CD Specialists	86,693	0	5	17,220	0	17,220	0	593	17,339	0	17,339
Head Teacher	20,880	0	1	20,880	0	20,880	0	200	20,880	0	20,880
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	30,789	1	0	30,789	30,789	0	0	0	30,789	30,789	0
Media Generalists	92,057	1	3	22,974	25,811	22,029	0	160	23,014	25,811	22,082
TOTALS	$17,175,200	318	418								
11 ACTIVITIES **											
Superintendent	$1,346,927	32	0	$41,618	$41,618	$0	$3,785	$0	$42,091	$42,091	$0
Other Dist. Admin.	19,386	2	0	9,693	9,693	0	0	0	9,693	9,693	0
Cur./Prog. Services	44,475	0	3	14,672	0	14,672	0	230	14,825	0	14,825
Elem. Principals	352,138	8	5	30,499	33,511	26,886	4,608	940	32,013	35,815	27,450
Sec. Principals	453,736	13	0	33,533	33,533	0	2,969	0	34,903	34,903	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
Media Services	463,740	7	13	22,885	23,675	22,459	1,307	272	23,187	24,422	22,522
Guid. Services	526,174	12	11	21,998	23,691	20,147	2,875	1,006	22,877	25,128	20,422
Health Services	90,754	0	6	15,027	0	15,027	0	593	15,126	0	15,126
Elem. Teachers	6,958,393	71	247	21,532	22,209	21,337	1,710	1,095	21,882	23,053	21,545
Sec. Teachers	6,888,688	174	133	21,143	22,010	20,009	2,384	1,237	22,439	23,777	20,888
4 ACTIVITIES **											
District Admin.	$1,410,788	34	3	$37,708	$39,740	$14,672	$3,785	$230	$38,129	$40,186	$14,825
School Admin.	805,874	19	5	32,142	33,526	26,886	3,515	940	33,578	35,191	27,450
Student Services	1,080,668	19	30	21,505	23,685	20,125	2,248	632	22,054	24,868	20,273
Instruct. Services	13,847,081	245	380	21,341	22,068	20,872	2,240	1,181	22,155	23,567	21,245

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

FOR

FOUR ACTIVITY CLASSIFICATIONS IN FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

STUDENT MEMBERSHIP GROUPS	STUDENT MEMBERSHIP	Expenditure per Student equals Total Salary divided by Student Membership	ACTIVITY CLASSIFICATIONS				
			DISTRICT ADMINISTRATION	SCHOOL ADMINISTRATION	STUDENT SERVICES	INSTRUCTIONAL SERVICES	ALL CERTIFIED ACTIVITY CLASSIFICATIONS
5000 + STUDENTS	107,511	Total Salary	$6,169,273	$11,260,701	$12,405,921	$142,478,049	$172,313,944
% OF TOTAL	48.68%	Expenditure per Student	$57	$105	$115	$1,325	$1,603
2500-4999 STUDENTS	39,539	Total Salary	$2,504,002	$4,373,119	$4,200,786	$52,081,149	$63,159,056
% OF TOTAL	17.90%	Expenditure per Student	$63	$111	$106	$1,317	$1,597
1000-2499 STUDENTS	48,116	Total Salary	$2,875,148	$5,230,063	$5,332,388	$62,504,967	$75,942,566
% OF TOTAL	21.79%	Expenditure per Student	$60	$109	$111	$1,299	$1,578
500-999 STUDENTS	17,033	Total Salary	$1,582,370	$2,064,352	$1,803,778	$24,239,997	$29,690,497
% OF TOTAL	7.71%	Expenditure per Student	$93	$121	$106	$1,423	$1,743
1-499 STUDENTS	8,641	Total Salary	$1,410,788	$805,874	$1,080,868	$13,847,081	$17,144,411
% OF TOTAL	3.91%	Expenditure per Student	$163	$93	$125	$1,602	$1,984
TOTALS	220,840						
% OF TOTAL	100.00%						
		Statewide Total Expenditure per Student	$66	$107	$112	$1,336	$1,622

NOTE: The total salary includes base salary and extra pay.

EXPERIENCE LEVELS OF CERTIFIED STAFF

FOR

ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	FIRST YEAR (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	0	1	9	17	47	33	107
Asst. Supt.	0	0	1	1	3	11	8	24
Director	0	1	3	8	24	32	12	80
Supv./Coord.	1	5	4	13	17	26	3	69
Cons./Spec.	1	3	9	20	11	13	5	62
Elem. Principals	0	1	25	48	69	94	27	264
Sec. Principals	0	0	12	18	46	80	20	176
Asst. Principals	0	3	7	23	30	44	11	118
Elem. Teachers	470	1,262	1,248	1,277	1,051	846	138	6,292
Sec. Teachers	338	948	934	916	964	1,008	201	5,309
Librarians	5	13	14	14	29	33	13	121
Counselors	7	33	42	73	70	98	23	346
Sch. Psychologist	1	14	22	22	15	20	8	102
Psych. Examiner	2	1	0	0	0	1	1	5
School Nurse	9	7	16	7	8	3	3	53
Sch. Social Worker	1	11	10	9	5	2	0	38
CD Specialists	10	31	40	36	18	11	2	148
Head Teacher	0	1	3	3	2	2	0	11
Dean Boys/Girls	0	0	1	0	0	2	0	3
Business Manager	0	0	0	0	1	2	1	4
Interns	0	1	0	6	1	1	0	9
Media Generalists	1	11	9	10	15	12	3	61
TOTALS	846	2,346	2,401	2,513	2,396	2,388	512	13,402
11 ACTIVITIES **								
Superintendent	0	0	1	9	17	47	33	107
Other Dist. Admin.	0	1	4	9	28	45	21	108
Cur/Prog Services	2	8	13	33	28	39	8	131
Elem. Principals	0	2	28	51	71	96	27	275
Sec. Principals	0	0	12	18	46	80	20	176
Asst. Principals	0	3	7	23	30	44	11	118
Media Services	6	24	23	24	44	45	16	182
Guid. Services	11	59	75	104	90	123	32	494
Health Services	19	38	56	43	26	14	5	201
Elem. Teachers	470	1,262	1,248	1,277	1,051	846	138	6,292
Sec. Teachers	338	948	934	916	964	1,008	201	5,309
4 ACTIVITIES **								
District Admin.	2	9	18	51	73	131	62	346
School Admin.	0	5	47	92	147	220	58	569
Student Services	36	121	154	171	160	182	53	877
Instruct. Services	808	2,210	2,182	2,193	2,015	1,854	339	11,601

NOTE: Experience shown in the table includes total experience in education -- in-state, out-of-state, public, and non-public school service.

** The 11 Activity and 4 Activity Classifications do not include Interns.

AGE LEVELS OF CERTIFIED STAFF

FOR

ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	Under 21 YEARS (a)	21-25 YEARS (b)	26-30 YEARS (c)	31-35 YEARS (d)	36-40 YEARS (e)	41-45 YEARS (f)	46-50 YEARS (g)	51-55 YEARS (h)	56-60 YEARS (i)	Over 60 YEARS (j)	TOTAL STAFF (k)
22 ACTIVITIES											
Superintendent	0	0	0	0	6	19	19	28	25	10	107
Asst. Supt.	0	0	0	0	2	5	5	4	5	3	24
Director	0	0	0	1	2	22	26	17	7	5	80
Supv./Coord.	0	0	0	2	13	23	8	16	6	1	69
Cons./Spec.	0	0	3	7	7	26	10	4	1	4	62
Elem. Principals	0	0	2	13	47	61	61	47	19	14	264
Sec. Principals	0	0	1	7	25	43	45	38	15	2	176
Asst. Principals	0	0	1	10	24	37	22	15	7	2	118
Elem. Teachers	9	312	599	815	1,318	1,378	844	516	347	154	6,292
Sec. Teachers	6	199	510	658	966	1,227	855	498	297	93	5,309
Librarians	1	2	1	6	19	28	19	16	14	15	121
Counselors	1	2	12	33	58	85	60	49	38	8	346
Sch. Psychologist	0	0	3	10	16	27	16	15	12	3	102
Psych. Examiner	0	0	1	0	0	3	0	0	0	1	5
School Nurse	0	0	2	5	9	16	8	3	4	5	53
Sch. Social Worker	0	0	1	6	11	14	3	2	1	0	38
CD Specialists	0	4	15	33	39	31	13	8	5	0	148
Head Teacher	0	0	0	1	5	2	1	1	1	0	11
Dean Boys/Girls	0	0	0	0	1	0	2	0	0	0	3
Business Manager	0	0	0	0	0	0	0	2	2	0	4
Interns	0	0	1	1	2	3	2	0	0	0	9
Media Generalists	0	0	3	0	7	19	17	11	3	1	61
TOTALS	17	519	1,155	1,608	2,577	3,069	2,037	1,290	809	321	13,402
11 ACTIVITIES **											
Superintendent	0	0	0	0	6	19	19	28	25	10	107
Other Dist. Admin.	0	0	0	1	4	27	31	23	14	8	108
Cur/Prog Services	0	0	3	9	20	49	18	20	7	5	131
Elem. Principals	0	0	2	14	52	63	62	48	20	14	275
Sec. Principals	0	0	1	7	25	43	45	38	15	2	176
Asst. Principals	0	0	1	10	24	37	22	15	7	2	118
Media Services	1	2	4	6	26	47	36	27	17	16	182
Guid. Services	1	2	17	49	86	129	91	66	51	12	494
Health Services	0	4	17	38	48	47	22	11	9	5	201
Elem. Teachers	9	312	599	815	1,318	1,378	844	516	347	154	6,292
Sec. Teachers	6	199	510	658	966	1,227	855	498	297	93	5,309
4 ACTIVITIES **											
District Admin.	0	0	3	10	30	95	68	71	46	23	346
School Admin.	0	0	4	31	101	143	129	101	42	18	569
Student Services	2	8	38	93	160	223	139	104	77	33	877
Instruct. Services	15	511	1,109	1,473	2,284	2,605	1,699	1,014	644	247	11,601

NOTE: The median age group for all certified employees is 41-45 years.

** The 11 Activity and 4 Activity Classifications do not include Interns.

EDUCATION LEVELS OF CERTIFIED STAFF

IN

22 ACTIVITY AND 4 ACTIVITY CLASSIFICATIONS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	NO DEGREE (a)	OTHER (b)	ASSOC. (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	1	0	0	61	18	27	107
Asst. Supt.	0	0	0	0	15	4	5	24
Director	0	1	0	5	51	8	15	80
Supv./Coord.	1	0	0	24	34	5	5	69
Cons./Spec.	0	0	0	22	38	2	0	62
Elem. Principals	0	0	1	13	214	23	13	264
Sec. Principals	0	0	0	5	150	13	8	176
Asst. Principals	0	0	0	23	89	3	3	1 8
Elem. Teachers	0	0	2	5,216	1,061	6	7	6,292
Sec. Teachers	9	45	12	3,885	1,338	7	13	5,309
Librarians	0	0	0	92	27	1	1	121
Counselors	0	1	0	40	299	3	3	346
Sch. Psychologist	0	0	0	0	73	13	16	102
Psych. Examiner	0	0	0	1	4	0	0	5
School Nurse	1	13	6	25	8	0	0	53
Sch. Social Worker	0	0	0	1	37	0	0	38
CD Specialists	0	0	0	14	134	0	0	148
Head Teacher	0	0	0	8	3	0	0	11
Dean Boys/Girls	0	0	0	0	2	1	0	3
Business Manager	0	0	0	1	3	0	0	4
Interns	0	0	0	3	6	0	0	9
Media Generalists		0	0	42	19	0	0	61
TOTALS	11	61	21	9,420	3,666	107	116	13,402
PERCENTAGE	0.1%	0.5%	0.2%	70.3%	27.4%	0.8%	0.9%	100.0%
4 ACTIVITIES **								
District Admin.	1	2	0	52	202	37	52	346
School Admin.	0	0	1	49	456	39	24	569
Student Services	1	14	6	215	603	18	20	877
Instruct. Services	9	45	14	9,101	2,399	13	20	11,601

NOTE: Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School certificate.

** The 4 Activity Classifications group does not include Interns.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

IN

22 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	BOISE STATE (a)	IDAHO STATE (b)	COLLEGE OF IDAHO (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON-IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
22 ACTIVITIES								
Superintendent	2	14	3	31	1	56	107	47.66%
Asst. Supt.	0	3	3	7	0	11	24	54.17%
Director	5	12	7	13	2	41	80	48.75%
Supv./Coord.	4	15	3	17	2	28	69	59.42%
Cons./Spec.	4	6	3	16	5	28	62	54.84%
Elem. Principals	23	50	28	56	3	104	264	60.61%
Sec. Principals	4	33	26	52	3	58	176	67.05%
Asst. Principals	5	20	23	31	1	38	118	67.80%
Elem. Teachers	1,062	1,020	212	768	421	2,809	6,292	55.36%
Sec. Teachers	704	809	185	919	295	2,397	5,309	54.85%
Librarians	9	19	5	25	8	55	121	54.55%
Counselors	16	56	80	57	6	131	346	62.14%
Sch. Psychologist	0	24	5	20	1	52	102	49.02%
Psych. Examiner	0	3	1	1	0	0	5	100.00%
School Nurse	8	4	2	5	2	32	53	39.62%
Sch. Social Worker	1	0	0	1	0	36	38	5.26%
CD Specialists	4	50	1	2	3	88	148	40.54%
Head Teacher	0	5	1	1	0	4	11	63.64%
Dean Boys/Girls	0	2	1	0	0	0	3	100.00%
Business Manager	0	1	0	0	0	3	4	25.00%
Interns	3	1	1	1	0	3	9	66.67%
Media Generalists	5	15	1	5	2	33	61	45.90%
TOTALS	1,859	2,162	591	2,028	755	6,007	13,402	55.18%
PERCENTAGE	13.87%	16.13%	4.41%	15.13%	5.63%	44.82%	100.00%	
4 ACTIVITIES **								
District Admin.	15	51	19	84	10	167	346	51.73%
School Admin.	32	108	78	140	7	204	569	64.15%
Student Services	43	173	96	116	22	427	877	51.31%
Instruct. Services	1,766	1,829	397	1,687	716	5,206	11,601	55.12%

** The 4 Activity Classifications group does not include Interns.

ETHNIC CATEGORIES OF CERTIFIED STAFF

STATEWIDE SUMMARY

ACTIVITY CLASSIFICATIONS	WHITE		BLACK		HISPANIC		ASIAN OR PACIFIC ISLANDER		AMERICAN INDIAN OR ALASKAN NATIVE	
(a)	MEN (b)	WOMEN (c)	MEN (d)	WOMEN (e)	MEN (f)	WOMEN (g)	MEN (h)	WOMEN (i)	MEN (j)	WOMEN (k)
22 ACTIVITIES										
Superintendent	105	2	0	0	0	0	0	0	0	0
Asst. Supt.	22	2	0	0	0	0	0	0	0	0
Director	60	19	0	0	1	0	0	0	0	0
Supv./Coord.	32	35	0	0	2	0	0	0	0	0
Cons./Spec.	17	44	0	0	0	1	0	0	0	0
Elem. Principals	180	82	0	0	1	0	0	0	1	0
Sec. Principals	161	13	0	0	0	0	1	0	1	0
Asst. Principals	86	27	0	0	2	0	1	1	1	0
Elem. Teachers	778	5,400	2	2	10	51	4	33	2	10
Sec. Teachers	2,742	2,477	2	5	22	16	20	15	8	2
Librarians	22	99	0	0	0	0	0	0	0	0
Counselors	164	178	0	0	1	2	0	0	0	1
Sch. Psychologist	58	44	0	0	0	0	0	0	0	0
Psych. Examiner	2	3	0	0	0	0	0	0	0	0
School Nurse	0	52	0	0	0	0	0	1	0	0
Sch. Social Worker	16	20	0	0	1	1	0	0	0	0
CD Specialists	12	135	0	0	0	0	0	1	0	0
Head Teacher	3	7	0	0	0	0	1	0	0	0
Dean Boys/Girls	2	1	0	0	0	0	0	0	0	0
Business Manager	4	0	0	0	0	0	0	0	0	0
Interns	5	4	0	0	0	0	0	0	0	0
Media Generalists	13	47	0	0	0	0	0	0	0	1
TOTALS	4,484	8,691	4	7	40	71	27	51	13	14
11 ACTIVITIES **										
Superintendent	105	2	0	0	0	0	0	0	0	0
Other Dist. Admin.	86	21	0	0	1	0	0	0	0	0
Cur./Prog. Services	49	79	0	0	2	1	0	0	0	0
Elem. Principals	183	89	0	0	1	0	1	0	1	0
Sec. Principals	161	13	0	0	0	0	1	0	1	0
Asst. Principals	86	27	0	0	2	0	1	1	1	0
Media Services	35	146	0	0	0	0	0	0	0	1
Guid. Services	242	246	0	0	2	3	0	0	0	1
Health Services	12	187	0	0	0	0	0	2	0	0
Elem. Teachers	778	5,400	2	2	10	51	4	33	2	10
Sec. Teachers	2,742	2,477	2	5	22	16	20	15	8	2
4 ACTIVITIES **										
District Admin.	240	102	0	0	3	1	0	0	0	0
School Admin.	430	129	0	0	3	0	3	1	3	0
Student Services	289	579	0	0	2	3	0	2	0	2
Instruct. Services	3,520	7,877	4	7	32	67	24	48	10	12

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF TURNOVER

FOR

FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

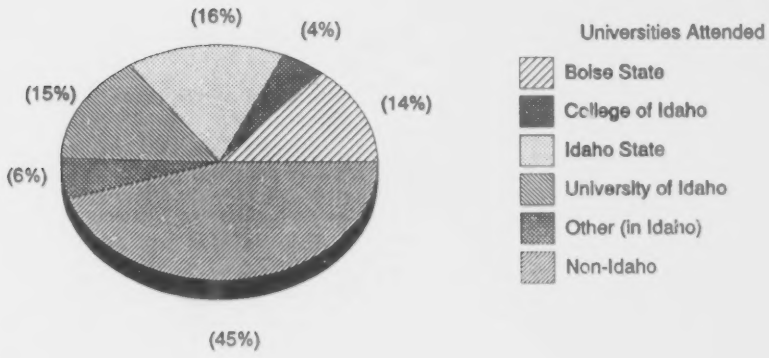
DISTRICTS WITH (a)	NUMBER AND % ALL REASONS COMBINED					
	TOTAL NUMBER (d) + (f) (b)	PERCENT (b)/Sum of (b) (c)	MEN NUMBER (d)	PERCENT (d)/(b) (e)	WOMEN NUMBER (f)	PERCENT (f)/(b) (g)
5000 + STUDENTS	480	36.1%	140	29.2%	340	70.8%
2500-4999 STUDENTS	180	13.5%	57	31.7%	123	68.3%
1000-2499 STUDENTS	339	25.5%	131	38.6%	208	61.4%
500-999 STUDENTS	196	14.7%	69	35.2%	127	64.8%
1-499 STUDENTS	136	10.2%	59	43.4%	77	56.6%
TOTALS	1,331	100.0%	456	34.3%	875	65.7%

DISTRICTS WITH	LEAVING TO WORK IN OTHER IDAHO DISTRICT		LEAVING TO WORK IN OUT-OF-STATE SCHOOL		LEAVING EDUCATION PROFESSION		LEAVING TO RETURN TO SCHOOL		LEAVING DUE TO TRANSFER OF SPOUSE	
	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	104	21.7%	60	12.5%	85	17.7%	7	1.5%	67	14.0%
2500-4999 STUDENTS	51	28.3%	35	19.4%	35	19.4%	8	4.4%	9	5.0%
1000-2499 STUDENTS	92	27.1%	69	20.4%	85	25.1%	10	2.9%	17	5.0%
500-999 STUDENTS	58	29.6%	34	17.3%	47	24.0%	12	6.1%	12	6.1%
1-499 STUDENTS	52	38.2%	25	18.4%	25	18.4%	4	2.9%	6	4.4%
STATEWIDE	357	26.8%	223	16.8%	277	20.8%	41	3.1%	111	8.3%

DISTRICTS WITH	LEAVING DUE TO RETIREMENT		DEATH		LEAVE OF ABSENCE		TRANSFERRED TO NON-CERTIFIED OR REDUCT. IN FORCE		TOTALS	
	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	84	17.5%	2	0.4%	70	14.6%	1	0.2%	480	100.0%
2500-4999 STUDENTS	25	13.9%	2	1.1%	15	8.3%	0	0.0%	180	100.0%
1000-2499 STUDENTS	40	11.8%	2	0.6%	22	6.5%	2	0.6%	339	100.0%
500-999 STUDENTS	23	11.7%	0	0.0%	7	3.6%	3	1.5%	196	100.0%
1-499 STUDENTS	15	11.0%	0	0.0%	5	3.7%	4	2.9%	136	100.0%
STATEWIDE	187	14.0%	6	0.5%	119	8.9%	10	0.8%	1,331	100.0%

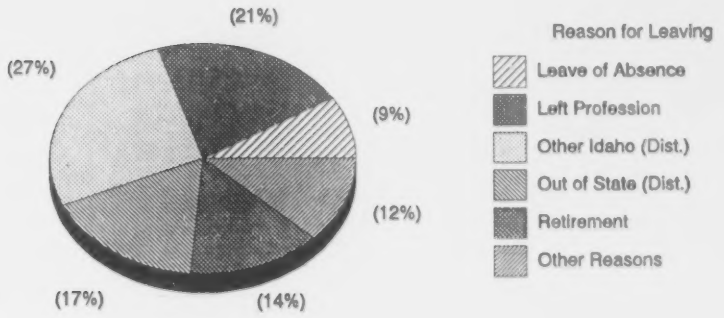
CERTIFIED STAFF EDUCATION

SOURCE OF HIGHEST DEGREE



CERTIFIED STAFF TURNOVER

FOR TOTAL (113) IDAHO DISTRICTS



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NONCERTIFIED

STAFF

TABLES

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ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

*** STATEWIDE SUMMARY ***

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b) + (c) (a)	MEN (b)	WOMEN (c)	TOTAL (e) + (f) (d)	MEN (e)	WOMEN (f)
Professional Services	20	3	17	10.3	2.2	8.1
Nurse	10	0	10	4.3	0.0	4.3
Social Worker	3	0	3	1.8	0.0	1.8
Special Proj. Personnel	177	20	157	99.3	12.1	87.2
Clerk-Board of Trustees	79	5	74	48.9	1.3	47.6
Business Manager	34	17	17	28.7	15.4	13.3
Public Information	5	2	3	3.4	2.0	1.4
Office Clerical - Dist.	376	9	367	296.9	6.2	290.7
Office Clerical - Elem.	324	0	324	196.7	0.0	196.7
Office Clerical - Sec.	425	1	424	281.0	0.7	280.3
Teacher Aide	2,648	79	2,569	1,223.1	32.1	1,191.0
Library Aide	315	1	314	157.9	0.7	157.2
Technical Services	78	77	1	69.7	69.0	0.7
Maintenance Supervisor	103	102	1	87.1	86.2	0.9
Maintenance Worker	239	231	8	217.5	215.0	2.5
Janitor, Custodian	1,331	886	445	1,074.0	776.1	297.9
Transp. Supervisor	68	65	3	51.5	49.2	2.3
Vehicle Operator	1,282	497	785	389.9	146.2	243.7
Attendance Officer	18	8	10	9.4	3.8	5.6
Other	204	75	129	85.3	45.1	40.2
Food Service - Supv.	72	2	70	49.4	1.8	47.6
Food Service - Manager	264	2	262	139.4	1.1	138.3
Food Service - Cook	924	6	918	401.5	2.1	399.4
Food Service - Other	432	20	412	163.6	10.2	153.4
TOTALS	9,431	2,108	7,323	5,090.8	1,478.5	3,612.1

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$16,675	$23,008	$15,558	$13.61	$13.37	$15.15	$333,495
Nurse	9,434	0	9,434	8.50	0.00	10.15	94,340
Social Worker	18,463	0	18,463	12.07	0.00	12.77	55,389
Special Proj. Personnel	10,889	17,191	10,087	8.41	12.14	7.97	1,927,410
Clerk-Board of Trustees	14,527	7,784	14,983	9.70	13.32	10.38	1,147,830
Business Manager	27,883	36,866	18,900	15.23	18.94	11.36	948,018
Public Information	17,266	29,786	8,920	9.60	14.30	8.30	86,330
Office Clerical - Dist.	14,691	15,761	14,664	8.00	9.49	8.42	5,523,647
Office Clerical - Elem.	10,357	0	10,357	7.01	0.00	7.39	3,355,573
Office Clerical - Sec.	11,538	14,776	11,530	7.21	9.00	7.62	4,903,619
Teacher Aide	6,186	5,885	6,195	5.53	6.15	5.85	16,379,955
Library Aide	7,695	14,318	7,674	6.00	9.40	6.80	2,424,030
Technical Services	18,779	18,895	9,842	9.07	10.16	6.80	1,464,734
Maintenance Supervisor	20,403	20,470	13,600	10.71	11.06	6.80	2,101,520
Maintenance Worker	17,760	18,234	4,084	8.50	9.23	5.35	4,244,728
Janitor, Custodian	12,387	13,614	9,884	6.76	7.26	6.60	16,460,826
Transp. Supervisor	19,677	19,756	17,963	11.17	11.97	9.97	1,338,023
Vehicle Operator	5,939	5,880	5,977	7.82	8.40	8.15	7,614,399
Attendance Officer	10,322	12,364	8,688	8.10	10.88	6.94	185,791
Other	8,692	14,180	5,501	8.09	9.63	7.07	1,773,118
Food Service - Supv.	14,753	22,001	14,546	8.90	11.80	9.35	1,062,213
Food Service - Manager	9,195	27,699	9,054	6.98	40.85	7.81	2,427,528
Food Service - Cook	6,239	4,888	6,247	5.87	5.73	6.17	5,764,482
Food Service - Other	5,492	7,855	5,377	5.58	6.32	5.98	2,372,389
TOTALS	$8,906	$12,925	$7,749	$7.15	$8.44	$6.78	$83,989,187

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS
(11 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b) + (c) (a)	MEN (b)	WOMEN (c)	TOTAL (e) + (f) (d)	MEN (e)	WOMEN (f)
Professional Services	13	3	10	6.8	2.2	4.6
Nurse	3	0	3	1.0	0.0	1.0
Social Worker	3	0	3	1.8	0.0	1.8
Special Proj. Personnel	132	12	120	81.9	8.5	73.4
Clerk-Board of Trustees	7	0	7	5.4	0.0	5.4
Business Manager	6	5	1	5.9	4.9	1.0
Public Information	3	1	2	1.8	1.0	0.8
Office Clerical - Dist.	200	8	192	162.3	5.3	157.0
Office Clerical - Elem.	137	0	137	86.4	0.0	86.4
Office Clerical - Sec.	212	0	212	138.3	0.0	138.3
Teacher Aide	1,067	37	1,030	519.7	16.7	503.0
Library Aide	167	0	167	87.5	0.0	87.5
Technical Services	38	37	1	36.4	35.7	0.7
Maintenance Supervisor	20	20	0	19.2	19.2	0.0
Maintenance Worker	123	123	0	120.8	120.8	0.0
Janitor, Custodian	605	471	134	543.6	433.8	109.8
Transp. Supervisor	9	7	2	7.1	5.8	1.3
Vehicle Operator	453	166	287	168.8	60.4	108.4
Attendance Officer	4	3	1	2.8	2.1	0.7
Other	108	46	62	57.7	38.4	19.3
Food Service - Supv.	12	2	10	10.5	1.8	8.7
Food Service - Manager	145	2	143	78.4	1.1	77.3
Food Service - Cook	261	0	261	120.7	0.0	120.7
Food Service - Other	319	15	304	131.9	8.0	123.9
TOTALS	4,047	958	3,089	2,396.7	765.7	1,631.0

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$16,354	$23,006	$14,359	$13.65	$13.37	$14.54	$212,608
Nurse	10,499	0	10,499	10.20	0.00	13.40	31,498
Social Worker	18,463	0	18,463	12.07	0.00	12.77	55,389
Special Proj. Personnel	11,741	19,562	10,959	8.13	12.07	7.81	1,549,818
Clerk-Board of Trustees	23,949	0	23,949	11.70	0.00	13.57	167,643
Business Manager	40,706	45,091	18,782	20.34	21.86	9.00	244,235
Public Information	16,665	30,430	9,783	9.83	14.60	9.75	49,998
Office Clerical - Dist.	14,989	13,605	15,047	7.92	8.58	8.36	2,997,778
Office Clerical - Elem.	11,133	0	11,133	7.32	0.00	7.87	1,525,159
Office Clerical - Sec.	11,516	0	11,516	7.16	0.00	7.66	2,441,319
Teacher Aide	6,424	5,963	6,440	5.41	5.63	5.81	6,854,161
Library Aide	8,338	0	8,338	6.07	0.00	6.84	1,392,408
Technical Services	19,069	19,318	9,842	8.62	9.59	6.60	724,611
Maintenance Supervisor	29,165	29,165	0	13.44	14.33	0.00	583,304
Maintenance Worker	19,475	19,475	0	8.78	9.42	0.00	2,395,468
Janitor, Custodian	13,396	13,810	11,940	6.51	7.00	6.77	8,104,316
Transp. Supervisor	22,029	24,197	14,444	11.87	14.04	8.95	198,264
Vehicle Operator	6,513	6,467	6,539	7.06	7.42	7.34	2,950,404
Attendance Officer	17,948	19,121	14,428	11.05	12.17	9.00	71,791
Other	11,362	19,604	5,247	8.57	10.62	6.03	1,227,099
Food Service - Supv.	25,013	22,001	25,615	12.13	11.80	13.45	300,154
Food Service - Manager	9,823	27,699	9,573	7.19	40.85	7.84	1,424,273
Food Service - Cook	6,797	0	6,797	5.95	0.00	6.44	1,774,004
Food Service - Other	6,052	8,208	5,946	5.70	6.19	6.14	1,930,730
TOTALS	$9,688	$14,104	$8,316	$7.08	$8.08	$6.77	$39,206,427

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS
(11 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b) + (c) (a)	MEN (b)	WOMEN (c)	TOTAL (e) + (f) (d)	MEN (e)	WOMEN (f)
Professional Services	3	0	3	2.3	0.0	2.3
Nurse	4	0	4	2.1	0.0	2.1
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	13	3	10	7.3	2.5	4.8
Clerk-Board of Trustees	5	1	4	2.9	0.0	2.9
Business Manager	7	6	1	6.7	5.7	1.0
Public Information	2	1	1	1.6	1.0	0.6
Office Clerical - Dist.	51	0	51	45.7	0.0	45.7
Office Clerical - Elem.	70	0	70	41.9	0.0	41.9
Office Clerical - Sec.	70	1	69	48.4	0.7	47.7
Teacher Aide	512	17	495	216.3	7.0	209.3
Library Aide	38	0	38	19.7	0.0	19.7
Technical Services	9	9	0	9.0	9.0	0.0
Maintenance Supervisor	8	8	0	8.1	8.1	0.0
Maintenance Worker	51	51	0	49.1	49.1	0.0
Janitor, Custodian	226	142	84	173.7	116.3	57.4
Transp. Supervisor	8	7	1	7.0	6.0	1.0
Vehicle Operator	186	61	125	50.1	16.8	33.3
Attendance Officer	4	1	3	2.2	0.3	1.9
Other	18	4	14	11.1	3.6	7.5
Food Service - Supv.	6	0	6	4.8	0.0	4.8
Food Service - Manager	32	0	32	17.5	0.0	17.5
Food Service - Cook	264	3	261	101.4	0.6	100.8
Food Service - Other	26	3	23	8.0	1.1	6.9
TOTALS	1,613	318	1,295	836.9	227.8	609.1

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$23,400	$0	$23,400	$13.58	$0.00	$14.70	$70,201
Nurse	10,369	0	10,369	8.50	0.00	8.95	41,476
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	10,858	20,863	7,856	7.26	12.20	6.96	141,151
Clerk-Board of Trustees	16,909	1,200	20,837	12.23	11.50	13.25	84,546
Business Manager	38,659	37,514	45,531	18.42	18.75	21.80	270,612
Public Information	18,167	29,141	7,193	9.15	14.00	5.40	36,334
Office Clerical - Dist.	16,557	0	16,557	8.21	0.00	8.58	844,417
Office Clerical - Elem.	10,154	0	10,154	7.00	0.00	7.30	710,783
Office Clerical - Sec.	12,375	14,776	12,340	7.77	9.00	7.97	866,261
Teacher Aide	5,772	5,807	5,771	5.62	5.87	5.93	2,955,182
Library Aide	7,642	0	7,642	6.00	0.00	6.41	290,382
Technical Services	23,777	23,777	0	10.58	11.38	0.00	213,991
Maintenance Supervisor	25,492	25,492	0	11.40	12.06	0.00	203,932
Maintenance Worker	19,914	19,914	0	9.50	9.76	0.00	1,015,611
Janitor, Custodian	12,545	13,491	10,947	7.48	7.50	7.07	2,835,278
Transp. Supervisor	24,382	24,293	25,002	12.84	14.11	12.00	195,052
Vehicle Operator	5,657	5,858	5,559	8.05	8.50	8.37	1,052,271
Attendance Officer	8,272	4,668	9,473	6.30	5.80	6.87	33,086
Other	11,554	21,380	8,747	7.66	10.88	7.05	207,976
Food Service - Supv.	16,367	0	16,367	8.52	0.00	9.03	98,202
Food Service - Manager	9,568	0	9,568	7.22	0.00	7.70	306,184
Food Service - Cook	5,678	3,114	5,707	6.07	5.70	6.16	1,498,949
Food Service - Other	4,846	6,080	4,685	6.20	7.07	6.09	125,987
TOTALS	$8,740	$13,918	$7,469	$7.12	$8.65	$6.74	$14,097,864

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS
(29 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b) + (c) (a)	MEN (b)	WOMEN (c)	TOTAL (e) + (f) (d)	MEN (e)	WOMEN (f)
Professional Services	3	0	3	1.1	0.0	1.1
Nurse	0	0	0	0.0	0.0	0.0
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	20	5	15	5.6	1.1	4.5
Clerk-Board of Trustees	12	0	12	10.3	0.0	10.3
Business Manager	10	4	6	9.8	4.0	5.8
Public Information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	68	1	67	53.4	0.9	52.5
Office Clerical - Elem.	73	0	73	44.8	0.0	44.8
Office Clerical - Sec.	89	0	89	81.0	0.0	81.0
Teacher Aide	608	12	596	286.9	3.9	283.0
Library Aide	61	0	61	31.5	0.0	31.5
Technical Services	21	21	0	19.8	19.8	0.0
Maintenance Supervisor	33	33	0	28.8	28.8	0.0
Maintenance Worker	35	32	3	29.5	28.7	0.8
Janitor, Custodian	298	180	118	223.1	150.6	72.5
Transp. Supervisor	22	22	0	19.5	19.5	0.0
Vehicle Operator	371	162	209	104.1	42.1	62.0
Attendance Officer	8	3	5	3.5	1.1	2.4
Other	46	12	34	11.2	1.9	9.3
Food Service - Supv.	26	0	26	18.6	0.0	18.6
Food Service - Manager	56	0	56	28.2	0.0	28.2
Food Service - Cook	242	0	242	110.1	0.0	110.1
Food Service - Other	38	2	36	10.9	1.1	9.8
TOTALS	2,138	489	1,649	1,111.7	303.5	808.2

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$15,810	$0	$15,810	$16.00	$0.00	$19.20	$47,430
Nurse	0	0	0	9.45	0.00	0.00	0
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	7,777	9,297	7,271	11.72	12.28	10.17	155,544
Clerk-Board of Trustees	22,577	0	22,577	10.75	0.00	11.88	270,918
Business Manager	28,002	36,546	22,307	13.20	17.53	10.88	280,023
Public Information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	14,911	33,006	14,641	8.21	16.80	8.56	1,013,980
Office Clerical - Elem.	10,220	0	10,220	6.89	0.00	7.29	746,096
Office Clerical - Sec.	11,818	0	11,818	7.20	0.00	7.64	1,051,803
Teacher Aide	6,414	4,346	6,456	5.60	5.97	5.93	3,899,861
Library Aide	7,373	0	7,373	5.84	0.00	6.22	449,766
Technical Services	20,080	20,080	0	9.24	10.18	0.00	421,674
Maintenance Supervisor	20,168	20,168	0	10.24	10.79	0.00	665,558
Maintenance Worker	14,462	15,434	4,101	7.45	8.13	6.00	508,183
Janitor, Custodian	11,730	13,478	9,019	6.94	7.55	6.45	3,472,114
Transp. Supervisor	21,814	21,814	0	11.59	11.54	0.00	479,914
Vehicle Operator	5,799	5,539	6,000	8.09	8.94	8.63	2,151,297
Attendance Officer	8,439	10,931	6,944	7.21	13.03	6.56	67,514
Other	4,739	3,582	5,148	7.51	7.79	7.94	217,997
Food Service - Supv.	15,200	0	15,200	9.05	0.00	9.60	395,201
Food Service - Manager	7,950	0	7,950	6.49	0.00	7.15	445,227
Food Service - Cook	6,261	0	6,261	5.71	0.00	5.98	1,515,210
Food Service - Other	3,612	7,871	3,375	4.97	6.15	5.18	137,248
TOTALS	$8,602	$11,768	$7,663	$7.27	$8.70	$6.84	$18,390,556

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS
(24 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b) + (c) (a)	MEN (b)	WOMEN (c)	TOTAL (e) + (f) (d)	MEN (e)	WOMEN (f)
Professional Services	1	0	1	0.1	0.0	0.1
Nurse	3	0	3	1.2	0.0	1.2
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	9	0	9	3.0	0.0	3.0
Clerk-Board of Trustees	23	2	21	12.0	1.0	11.0
Business Manager	6	2	4	3.4	0.8	2.6
Public Information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	26	0	26	15.9	0.0	15.9
Office Clerical - Elem.	31	0	31	17.3	0.0	17.3
Office Clerical - Sec.	37	0	37	23.1	0.0	23.1
Teacher Aide	308	8	300	133.3	3.0	130.3
Library Aide	31	1	30	13.2	0.7	12.5
Technical Services	7	7	0	3.7	3.7	0.0
Maintenance Supervisor	23	23	0	17.8	17.8	0.0
Maintenance Worker	21	19	2	14.7	13.9	0.8
Janitor, Custodian	125	54	71	85.1	44.7	40.4
Transp. Supervisor	16	16	0	12.5	12.5	0.0
Vehicle Operator	174	58	116	44.4	15.1	29.3
Attendance Officer	2	1	1	0.9	0.3	0.6
Other	15	3	12	3.8	0.9	2.9
Food Service - Supv.	15	0	15	8.0	0.0	8.0
Food Service - Manager	19	0	19	9.6	0.0	9.6
Food Service - Cook	104	0	104	45.0	0.0	45.0
Food Service - Other	31	0	31	7.9	0.0	7.9
TOTALS	1,027	194	833	475.9	114.4	361.5

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	3,256	$0	$3,256	$10.80	$0.00	$10.50	$3,256
Nurse	7,122	0	7,122	5.85	0.00	8.50	21,366
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	5,717	0	5,717	6.36	0.00	7.32	51,457
Clerk-Board of Trustees	12,526	13,931	12,393	9.81	12.70	10.51	288,108
Business Manager	14,989	15,000	14,983	16.03	15.00	11.43	89,932
Public Information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	12,116	0	12,116	8.49	0.00	8.64	315,027
Office Clerical - Elem.	9,088	0	9,088	6.48	0.00	7.06	281,740
Office Clerical - Sec.	10,322	0	10,322	6.92	0.00	7.10	381,926
Teacher Aide	5,806	8,262	5,740	5.70	8.83	5.77	1,788,233
Library Aide	6,624	14,318	6,368	5.95	9.40	6.62	205,348
Technical Services	12,427	12,427	0	9.97	12.04	0.00	86,991
Maintenance Supervisor	17,353	17,353	0	9.97	10.42	0.00	399,114
Maintenance Worker	11,976	12,744	4,680	7.74	7.86	4.90	251,487
Janitor, Custodian	10,258	13,021	8,158	6.72	7.39	6.30	1,282,307
Transp. Supervisor	21,151	21,151	0	11.21	12.24	0.00	338,415
Vehicle Operator	5,545	5,759	5,438	8.48	8.87	8.86	964,845
Attendance Officer	6,700	4,090	9,310	7.90	5.60	7.00	13,400
Other	5,491	6,842	5,153	8.37	9.57	10.01	82,361
Food Service - Supv.	10,009	0	10,009	7.84	0.00	8.15	150,132
Food Service - Manager	8,208	0	8,208	6.40	0.00	7.09	155,943
Food Service - Cook	6,159	0	6,159	5.73	0.00	6.08	640,502
Food Service - Other	3,529	0	3,529	5.01	0.00	5.47	109,393
TOTALS	$7,694	$11,684	$6,784	$7.23	$9.03	$6.81	$7,901,283

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS
(38 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b) + (c) (a)	MEN (b)	WOMEN (c)	TOTAL (e) + (f) (d)	MEN (e)	WOMEN (f)
Professional Services	0	0	0	0.0	0.0	0.0
Nurse	0	0	0	0.0	0.0	0.0
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	3	0	3	1.5	0.0	1.5
Clerk-Board of Trustees	32	2	30	18.3	0.3	18.0
Business Manager	5	0	5	2.9	0.0	2.9
Public Information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	31	0	31	19.6	0.0	19.6
Office Clerical - Elem.	13	0	13	6.3	0.0	6.3
Office Clerical - Sec.	17	0	17	10.2	0.0	10.2
Teacher Aide	153	5	148	66.9	1.5	65.4
Library Aide	18	0	18	6.0	0.0	6.0
Technical Services	3	3	0	0.8	0.8	0.0
Maintenance Supervisor	19	18	1	13.2	12.3	0.9
Maintenance Worker	9	6	3	3.4	2.5	0.9
Janitor, Custodian	79	39	40	48.5	30.7	17.8
Transp. Supervisor	13	13	0	5.4	5.4	0.0
Vehicle Operator	98	50	48	22.5	11.8	10.7
Attendance Officer	0	0	0	0.0	0.0	0.0
Other	17	10	7	1.5	0.3	1.2
Food Service - Supv.	13	0	13	7.5	0.0	7.5
Food Service - Manager	12	0	12	5.7	0.0	5.7
Food Service - Cook	53	3	50	24.3	1.5	22.8
Food Service - Other	18	0	18	4.9	0.0	4.9
TOTALS	606	149	457	269.4	67.1	202.3

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$0	$0	$0	$0.00	$0.00	$0.00	$0
Nurse	0	0	0	0.00	0.00	0.00	0
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	9,813	0	9,813	6.96	0.00	8.47	29,440
Clerk-Board of Trustees	10,513	4,930	10,885	8.50	14.85	8.57	336,416
Business Manager	12,643	0	12,643	9.72	0.00	10.26	63,216
Public Information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	11,369	0	11,369	7.47	0.00	8.14	352,445
Office Clerical - Elem.	7,061	0	7,061	6.03	0.00	6.35	91,795
Office Clerical - Sec.	9,548	0	9,548	6.49	0.00	6.78	162,310
Teacher Aide	5,768	54,585	5,779	5.58	7.14	5.76	882,518
Library Aide	4,785	0	4,785	5.94	0.00	6.04	86,126
Technical Services	5,822	5,822	0	8.47	9.00	0.00	17,467
Maintenance Supervisor	13,137	13,112	13,600	8.59	8.32	6.80	249,612
Maintenance Worker	8,442	10,828	3,670	7.36	11.03	5.00	75,979
Janitor, Custodian	9,706	13,158	6,341	6.58	7.90	6.00	766,811
Transp. Supervisor	9,721	9,721	0	9.24	10.11	0.00	126,378
Vehicle Operator	5,057	5,200	4,908	8.74	9.23	8.58	495,582
Attendance Officer	0	0	0	0.00	0.00	0.00	0
Other	2,217	1,267	3,574	8.42	6.78	7.14	37,685
Food Service - Supv.	9,117	0	9,117	7.18	0.00	7.20	118,524
Food Service - Manager	7,992	0	7,992	7.08	0.00	7.59	95,901
Food Service - Cook	6,336	6,662	6,317	5.69	5.77	5.98	335,817
Food Service - Other	3,835	0	3,835	5.09	0.00	5.61	69,033
TOTALS	$7,249	$6,643	$6,795	$7.17	$8.69	$6.68	$4,393,057

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

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It is the policy of the Idaho State Department of Education not to discriminate in any educational programs or activities or in employment practices.

Inquiries regarding compliance with this nondiscriminatory policy may be directed to Jerry L. Evans, State Superintendent of Public Instruction, Len B. Jordan Office Building, Boise, Idaho 83720-3650, (208) 334-3300, or to the Director of Office of Civil Rights, Department of Education, Washington, D.C.